

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-28447	1/17/03

## INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer KIRO, Inc. (KIRO Productions, Inc.)		b. Number of Workers Employed Greater than 50
c. Address (street, city, State, ZIP, Code) 2807 Third Avenue Seattle, WA 98121	d. Employer Representative Frederick T. Rasmussen Stokes Lawrence, P.S. 800 5th, Seattle, WA 98104	e. Telephone No. 206-626-6000 Fax No. 206-484-1496
f. Type of Establishment (factory, mine, wholesaler, etc.) Television station	g. Identify Principal Product or Service Entertainment, sports, and news broadcasting	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

(b) (6), (b) (7)(C), charging party, at all times until (b) (6), (b) (7)(C) constructive termination was an employee of the employer. On or about (b) (6), (b) (7)(C) 2002 (b) (6), (b) (7)(C) was notified that (b) (6), (b) (7)(C) was being suspended for one week without pay. Shortly thereafter, (b) (6), (b) (7)(C) was notified that (b) (6), (b) (7)(C) salary was being reduced along with (b) (6), (b) (7)(C) responsibilities and status. The suspension and constructive termination were substantially motivated by and in retaliation for (b) (6), (b) (7)(C) engaging in concerted activities. Those concerted activities consisted of going to the aid of a co-worker who was being wrongfully terminated from (b) (6), (b) (7)(C) position. As a result of (b) (6), (b) (7)(C) bringing (b) (6), (b) (7)(C) employer's unjustified decision regarding (b) (6), (b) (7)(C) co-worker into the open, the employee, who could not be terminated without cause under the terms of the collective bargaining agreement in effect between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) labor organization and their employer, was retained.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (street and number, city, State, and ZIP Code)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By   
(Signature of representative or person making charge)

Attorney at law

(Title, if any)

Address Jon Howard Rosen, The Rosen Law Firm  
705 2nd Ave., #1200, Seattle, WA 98104

Fax No. 206-682-0401

(206) 682-6711

(Telephone No.)

1/17/03

Date



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-28470

Date Filed

1/29/03

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Pacific Rendering		b. Number of workers employed 10
c. Address (Street, city, state, and ZIP code) 4034 West Marginal Way S.W. Seattle WA 98106	d. Employer Representative Mike Anderson President	e. Telephone No. (206)938-2061 Fax No. (206)938-1162
f. Type of Establishment (factory, mine, wholesaler, etc.) rendering plant		g. Identify principal product or service rendering
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the last six months, the above-named Employer discharged (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) an individual  
(making charge) (Print/type name and title or office, if any)

Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) 01-29-03  
(Telephone No.) (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

NLRB-501  
(11-88)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

D NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-28472	1/30/03

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Boeing Company		b. Number of workers employed #100's	
c. Address (Street, city, state, and ZIP code) Auburn Plant 709-15th SW Auburn WA 98001		d. Employer Representative Loraine Hitlerbrant	e. Telephone No.  Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Aircraft Manufacturing		g. Identify principal product or service Aircraft	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>During the preceding six months the above-named Employer, by its officers, agents, or representatives, have discriminated and retaliated against (b) (6), (b) (7)(C) because of activities to enforce the CBA by requiring Employer to have employees work in their correct job classifications.</p> <p>By the acts set forth in the paragraph above and by other acts and conduct, the Employer, by its officers, agents, and representatives has interfered with, restrained, and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p>			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)			
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Telephone No. (b) (6), (b) (7)(C)  Fax No.	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
6. DECLARATION			
By (b) (6), (b) (7)(C) charge and that the statements are true to the best of my knowledge and belief. Individual (Print/type name and title or office, if any) (fax)			
Address		(Telephone No.)	(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-28494	2-11-03

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer First Student, Inc.		b. Number of workers employed 275
c. Address (street, city, state, ZIP code) 10560 Old Seward Hwy., Anchorage, AK 99515	d. Employer Representative Rick Johnson, manager	e. Telephone No. 907-441-9491
f. Type of Establishment (factory, mine, wholesaler, etc.) Transportation	g. Identify principal product or service School busing	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>On or about (b) (6), (b) (7)(C) 2002, the Employer terminated (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union and/or protected concerted activity.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		4b. Telephone No. (b) (6), (b) (7)(C)
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)		
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.		
(b) (6), (b) (7)(C)		Title An individual
Address above	Telephone No. above	Date February 11, 2003

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-28496	Date Filed 2/10/03

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Fluor Daniel Hanford		b. Number of workers employed  10,000
c. Address (Street, city, state, and ZIP code) P.O. Box 1000 Richland WA 99352	d. Employer Representative Matt Busch	e. Telephone No. (509)373-1456 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Contractor	g. Identify principal product or service	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the past six months, the Employer has coercively threatened and interrogated employees in relation to their protected concerted or union activities.

During the past six months, the Employer has created an impression of surveillance of its employees' union activities.

During the past six months, the Employer has assigned employees more onerous work, suspended and discharged employees, refused to process grievances, and reassigned employees to lower paying jobs because the employees have engaged in union and protected concerted activities and because they have filed charges with the NLRB.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	an individual
(Signature of charging party)	(Print/type name and title or office, if any)
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	(fax)
Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	(Telephone No.) 2/8/03 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

NOT WRITE IN THIS SPACE

Case  
19-CA-28515Date Filed  
2/19/03

## INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Equity Office Properties		b. Number of Workers Employed n/a
c. Address (street, city, state, ZIP, Code) 999 Third Avenue Seattle, WA 98104	d. Employer Representative Patrick Callahan	e. Telephone No. (206) 264-8800 Fax No. (206) 264-8700
f. Type of Establishment (factory, mine, wholesaler, etc.) real estate owner and manager	g. Identify Principal Product or Service commercial real estate	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

On or about (b) (6), (b) (7)(C) 2003, Equity Office Properties caused the transfer and eventual lay-off of a subcontracted employee for engaging in protected concerted activity and protected union activity.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Service Employees International Union Local 6

## 4a. Address (street and number, city, state, and ZIP Code)

150 Denny Way  
Seattle, WA 98109

## 4b. Telephone No.

(206) 264-8800

## Fax No.

(206) 264-8700

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union AFL-CIO, CLC

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(Signature of representative or person making charge)

Address

150 Denny Way, Seattle, WA 98109

Organizer

(Title, if any)

Fax No. (206) 264-8700

(503) 702-3924

(Telephone No.)

Date

2/19/2003

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-28526	2/25/03

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer TARGET CORP.		b. Number of workers employed APPROX 200
c. Address (Street, city, state, and ZIP code) 26301 104TH SE KENT WA 98031	d. Employer Representative TRACY DUNHAM HUMAN RESOURCES/TRAINER	e. Telephone No. (253)850-9710 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) RETAIL STORE	g. Identify principal product or service RETAIL GOODS	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about January 27, 2003, the above employer discharged the Charging Party because she had made several complaints regarding the hours assigned to her. Specifically, she had complained that the employer was refusing to assign her and other senior employees additional hours and instead, assigning them to newer employees.

THE (b) (6), (b) (7)(C) TOLD ME I WAS ON FINAL WARNING FOR 3 POLICY VIOLATIONS INCURRED IN A ONE YEAR PERIOD. AFTER REPEATED REQUESTS TO SUPPLY DOCUMENTATION OF SAID VIOLATIONS PERFORMED IN A ONE YEAR PERIOD, (b) (6), (b) (7)(C) NEVER SUPPLIED PROOF OF DATES OF THE VIOLATIONS. I THEREFORE BELIEVE MY TERMINATION WAS DUE TO MY COMPLAINTS FOR 10 ADDITIONAL HOURS.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I, (b) (6), (b) (7)(C) charge and that the statements are true to the best of my knowledge and belief.

AN INDIVIDUAL

(Print/type name and title or office, if any)

By

Charge

(fax)

Address

(Telephone No.)

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)



(b) (6), (b) (7)(C)

Fax

(b) (6), (b) (7)(C)

FD-104 14-10

FORM EXEMPT UNDER 44 U.S.C 3512

FORM NLRB-501  
(11-88)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

NOT WRITE IN THIS SPACE

Case

19-CA-28534

Date Filed

3/4/03

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Stuart Silks Architects		b. Number of workers employed 17
c. Address (Street, city, state, and ZIP code) 2400 North 45th St. Suite 200 Seattle WA 98103	d. Employer Representative Stuart N Silk Owner	e. Telephone No. (206)728-9500 Fax No. (206)448-1337
f. Type of Establishment (factory, mine, wholesaler, etc.) Architectural services		g. Identify principal product or service Architectural
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a) subsections (1) and (list subsections) 8(a)(1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices,

Within the past six months the above named Employer has discriminated against employees, including (b) (6), (b) (7)(C) in retaliation for engaging in protected and concerted activities, including talking about employment rights with fellow employees.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

## Fax No.

(b) (6), (b) (7)(C)

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

By (b) (6), (b) (7)(C) charge and that the statements are true to the best of my knowledge and belief.

By

Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(fax)

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

(Telephone No.)

3/4/03

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case  
19-CA-28503

Date Filed  
3/20/03

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Holiday Inn Seattle-Tacoma International Airport		b. Number of workers employed 100
c. Address (Street, city, state, and ZIP code) 17338- International Blvd. Seattle WA 98188	d. Employer Representative Wass Werra General Manager	e. Telephone No. (206)248-1000 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Full-service hotel	g. Identify principal product or service Lodging and Restaurant	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the above-named Employer, by its officers, agents, or representatives, terminated the employment of employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected, concerted activity, including but not limited to (b) (6), (b) (7)(C) filing a complaint against the above Employer with the State of Washington Department of Labor and Industries on behalf of (b) (6), (b) (7)(C) and other employees of the Employer.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

(b) (6), (b) (7)(C) Party filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C) Fax No.
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5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C) I declare the above charge and that the statements are true to the best of my knowledge and belief.  
By (b) (6), (b) (7)(C) an individual  
(b) (6), (b) (7)(C) (Print type name and title or office, if any)  
Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) 3/14/2003  
(Telephone No.) (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-28566

Date Filed

3/24/03

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Virginia Mason		b. Number of workers employed thousands
c. Address (Street, city, state, and ZIP code) 1201 Terry Avenue Seattle WA 98101	d. Employer Representative LaTraya Jordan	e. Telephone No. (206)625-7373 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) hospital	g. Identify principal product or service health care services	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the past six months, the above-named Employer discharged and otherwise discriminated against (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

(b) (6), (b) (7)(C) I declare and that the statements are true to the best of my knowledge and belief.  
(b) (6), (b) (7)(C) an individual

(Print/type name and title or office, if any)

Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

(fax)

(b) (6), (b) (7)(C)

(Telephone No.)

3/24/03  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-28599	Date Filed 4/14/03

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Minerallac Company and Cully Enterprises		b. Number of workers employed Approx. 60
c. Address (street, city, state, ZIP code) 4200 Ninth Ave. NW Seattle, WA 98107	d. Employer Representative Pat McDermott, Chief Operations Officer	e. Telephone No. 1-800-927-3293
f. Type of Establishment (factory, mine, wholesaler, etc.) Electrical Distributor Warehouse	g. Identify principal product or service Electrical Hardware & Fasteners	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>On (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) 2003, and at other times in the last six months, the Employer has interrogated, threatened and intimidated employees, including but not limited to (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) regarding their protected concerted activities, such acts including but not being limited to demands to know what concerted protected activity these had engaged in, demands that all employees involved in such actions publicly identify themselves to management, intimidation in and through private meetings with employees, and threats to fire employees if they engaged in any type of concerted work stoppage.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act. Due to the egregious nature of these violations, we respectfully request Section 10(j) injunctive relief and a Gissel bargaining order.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) General Teamsters Local Union #174		4b. Telephone No. (206) 441-6060
4a. Address (street and number, city, state and ZIP code) 553 John Street, Seattle, WA 98109		
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters, AFL-CIO		
6. DECLARATION		
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.		
By  Dmitri Iglitzin		Title Attorney
Address Schwerin Campbell Barnard LLP 18 West Mercer Street, Suite 400 Seattle, WA 98119-3971	Telephone No. (206) 285-2828 FAX: (206) 378-4132 e-mail: Iglitzin@Workerlaw.com	Date 4.14.03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-28630	Date Filed 4/30/03

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Comcast		b. Number of workers employed approx. 250
c. Address (Street, city, state, and ZIP code) 4020 Auburn Way N. Auburn WA	d. Employer Representative Lisa Michaels	e. Telephone No. (253)288-7470 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or service.	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the past six months, the above-named employer, by its officers, agents, or representatives, terminated (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) union and/or protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C)

## 6. DECLARATION

I read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C) an Individual

(Print/type name and title or office, if any)

(person making charge)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(fax)

(b) (6), (b) (7)(C)

4-29-03

Address

(Telephone No.)

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-28640

Date Filed

5/2/03

## INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Alpha Courier Service		b. Number of Workers Employed 10?
c. Address (street, city, State, ZIP, Code) PO Box 12981 Everett, WA 98206	d. Employer Representative Charles Gazzari	e. Telephone No. 360-658-9656 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Courier Service	g. Identify Principal Product or Service Courier	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (1st subsection) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

4 Employees had a meeting to discuss working conditions due to some recent changes in policy (b) (6), (b) (7)(C) said that (b) (6) over heard us and fired 3 of the people at the meeting on the grounds that, "we could no longer be trusted and we were not loyal."

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (street and number, city, State, and ZIP Code)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filed in when charge is filed by a labor organization)

## 6. DECLARATION

(b) (6), (b) (7)(C) I declare and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

(Telephone No.)

Date

4/29/03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-2864

Date Filed

5/2/03

## INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Alpha Courier Service		b. Number of Workers Employed 10?
c. Address (street, city, State, ZIP, Code) PO Box 12981 Everett, WA 98206	d. Employer Representative Charles Gazzari	e. Telephone No. 360-658-9656 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Courier Service	g. Identify Principal Product or Service Courier	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (1st subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

4 Employees had a meeting to discuss working conditions due to some recent changes in policy (b) (6), (b) (7)(C) said that (b) (6) over heard us and fired 3 of the people at the meeting on the grounds that, "we could no longer be trusted and we were not loyal."

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Full name of employer or other person against whom charge is filed

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No. (b) (6), (b) (7)(C)

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filed in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)  
By \_\_\_\_\_  
(person making charge)

Address (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Telephone No.)

(Title, if any)

4-29-

Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-28642	Date Filed 5/2/03

## INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Alpha Courier Service		b. Number of Workers Employed 107
c. Address (street, city, State, ZIP, Code) PO Box 12981 Everett, WA 98206	d. Employer Representative (b) (6), (b) (7)(C)	e. Telephone No. 360-658-9656 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Courier Service	g. Identify Principal Product or Service Courier	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (1st subsection) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

4 Employees had a meeting to discuss working conditions due to some recent changes in policy. (b) (6), (b) (7)(C) said that (b) (6) over heard us and fired 3 of the people at the meeting on the grounds that, "we could no longer be trusted and we were not loyal."

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C)

## 6. DECLARATION

that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Telephone No.)

Date

4/29/03

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

WRITE IN THIS SPACE

Case

19-CA-28643

Date Filed

5/2/03

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Fairwood Country Club		b. Number of workers employed 50
c. Address (Street, city, state, and ZIP code) 17070 SE 140th AVE Renton, WA 98058	d. Employer Representative Mark Grandburge	e. Telephone No. (425)226-9700 Fax No. (425)226-1737
f. Type of Establishment (factory, mine, wholesaler, etc.) Golf Course	g. Identify principal product or service Golfing	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the preceding six months the above-named Employer, by its officers, agents, or representatives, have terminated the employment of (b) (6), (b) (7)(C), because of activities on behalf of another employee, and (b) (6), (b) (7)(C) right to engage in other concerted activities for the purpose of mutual aid or protection, and at all times since such date it has refused and does not refuse to employ (b) (6), (b) (7)(C).

By the acts set forth in the paragraph above and by other acts and conduct, the Employer, by its officers, agents, and representatives has interfered with, restrained, and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

By (b) (6), (b) (7)(C) read the above charge and that the statements are true to the best (b) (6), (b) (7)(C) any)  
person making charge)  
same as above  
Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) 4-2305  
(Telephone No.) (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case /  
19-CA-28046

Date Filed  
5/6/03

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer  
Alpha Courier Service

b. Number of workers employed  
Approx. 10+

c. Address (Street, city, state, and ZIP code)

PO Box 12981  
Everett, WA 98206

d. Employer Representative

Barbara Gazzari, Owner

e. Telephone No.

(425)258-2614

Fax No.

(425)252-9095

f. Type of Establishment (factory, mine, wholesaler, etc.)  
Document Delivery Service

g. Identify principal product or service  
Document and Parcel Delivery

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the above Employer violated the Act by terminating employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) engaging in concerted protected activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
(b) (6), (b) (7)(C) an individual

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C) I charge and that the statements are true to the best of my knowledge and belief.  
(b) (6), (b) (7)(C) an individual  
(b) (6), (b) (7)(C) (Print/type name and title or office, if any)

Address (b) (6), (b) (7)(C)

(fax) (b) (6), (b) (7)(C)

(Telephone No.)

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

**NOT WRITE IN THIS SPACE**

Date Filed 6/11/03

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

(b) (6), (b) (7)(C)



UNITED STATES AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-28723

Date Filed

6/12/2003

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Traylor Pacific, Inc.		b. Number of workers employed about 200
c. Address (Street, city, state, and ZIP code) Rocky Dam Reach - P.O. Box 2776 Wenatchee WA 98807	d. Employer Representative Bruce Jamison Project Manager	e. Telephone No. (509)548-5404 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Construction site	g. Identify principal product or service Construction contract services	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past 6 months, the above named Employer terminated and/or laid off the Charging Party in retaliation for (b) (6), (b) (7)(C) union and/or protected, concerted activities.

By the above and other acts, the above-named Employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) N/A

## 6. DECLARATION

By (b) (6), (b) (7)(C) above charge and that the statements are true to the best of my knowledge and belief.  
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) An Individual  
(b) (6), (b) (7)(C) king charge) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) Print/type name and title or office, if any)  
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (fax) (b) (6), (b) (7)(C) cell 06-12-03  
Address (Telephone No.) (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

Sweeney I.O.

(b) (6), (b) (7)(C)

FORM NLRB 501  
(11-88)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

NOT WRITE IN THIS SPACE

Case  
19-CA-28730Date Filed  
6/16/03

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Harvest Foods		b. Number of workers employed about 15
c. Address (Street, city, state, and ZIP code) 610 W. First Street Ritzville WA 99169	d. Employer Representative Paul Gonzer Store Manager	e. Telephone No. (509)659-1398 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Grocery Store	g. Identify principal product or service groceries	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2003, the above-named Employer, by its officers, agents, or representatives, has discriminated against its employee (b) (6), (b) (7)(C) by first suspending and then terminating (b) (6), (b) (7)(C) employment, in retaliation for (b) (6), (b) (7)(C) union organizing activities on behalf of UFCW Local 1439.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) an individual  
(signature of representative or person making charge) (Print/type name and title or office, if any)  
Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) 6/12/03  
(Telephone No.) (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-28743

Date Filed

6/20/03

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Fred Meyer		b. Number of workers employed 210
c. Address (Street, city, state, and ZIP code) 1900 Sedgwick Port Orchard WA 98366	d. Employer Representative Steve Kustok Store Director	e. Telephone No. (360)874-7140 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) retail store	g. Identify principal product or service grocery and variety store	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the past six months, the above-named Employer discharged (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) asserting (b) (6), (b) (7)(C) right to have a representative present at the interview, because (b) (6), (b) (7)(C) talked to a WISHA investigator about a co-worker's complaint, and because (b) (6), (b) (7)(C) engaged in protected concerted activity.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the \_\_\_\_\_ rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number).

(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I, (b) (6), (b) (7)(C), the above charge and that the statements are true to the best of my knowledge and belief.

an Individual

(Print/type name and title or office, if any)

B

Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(fax)

(b) (6), (b) (7)(C)

(Telephone No.)

(date)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-28754	Date Filed 6/30/03

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer <i>Bechtel National, Inc.</i>	b. Number of workers employed <i>Hundreds</i>
c. Address (street, city, state, ZIP code) <i>Richland, WA 2435 Stevens Center Place 99352</i>	d. Employer Representative <i>None I have</i>
f. Type of Establishment (factory, mine, wholesaler, etc.) <i>Construction Company</i>	g. Identify principal product or service <i>Building W.T.P. at HANFORD, WA</i>
h. The above-named employer has engaged in, and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.	

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

*I have been a Carpenter since (b) (6), (b) (7)(C) when I was an apprentice and as such, rather shocked to find out "Failure to meet job Requirements" gets to me at age (b) (6), (b) (7)(C) with Explanation left blank! I could not get an answer through my Union B. A's or Reps. to file a grievance, so taking next level.*

*I did not "drag up" on my own, they made me. Steady work to 2007 was OK by me to retire someday.*

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

*(b) (6), (b) (7)(C) (208) 765-4575  
Carpenters Local 1691 CDA, ID B3814*

## 4a. Address (street and number, city, state and ZIP code)

*(b) (6), (b) (7)(C)*

## 4b. Telephone No.

*(b) (6), (b) (7)(C)*

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

*Carpenters Local Union 1849 Pasco, WA 509-547-7739*

## 6. DECLARATION

statements are true to the best of my knowledge and belief.

*(b) (6), (b) (7)(C)*

By  
Signature of representative of person making charge

Title *(b) (6), (b) (7)(C)*

Address *(b) (6), (b) (7)(C)*

Telephone *(b) (6), (b) (7)(C)*

Date *June 26, 2003*



FORM NLRB-501  
11-48UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 40 U.S.C. 5612

DO NOT WRITE IN THIS SPACE

Case

19-CA-28776

Date Filed

7/11/03

## INSTRUCTIONS:

File no original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of employer  
Fluor Hanford

b. Number of workers employed

Attn: Dave Vankeuven, President

c. Address (Street, city, state, and ZIP code)

2400 Stevens Center Place  
Richland, WA 99352

d. Employer Representative

e. Telephone No.

509-376-3576

Fax No.

f. Type of Establishment (factory, mine, wholesaler, etc.)

Power plant

g. Identify principal product or service

h. The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.

of the National Labor Relations Act.

2. Basis of the Charge Set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.

Since on or about (b) (6), (b) (7)(C) 2003, the Employer terminated (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) brought up safety issues and employee concerns as a (b) (6), (b) (7)(C) of an employee safety committee.

By the above and other acts, the above named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

rights guaranteed in

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

b. Telephone

(b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## B. DECLARATION

(b) (6), (b) (7)(C) do the above charges and that the statements are true to the best of my knowledge and belief.

Individual

Signature (Print name of filer below signature)

(b) (6), (b) (7)(C)

Print

(b) (6), (b) (7)(C)

Typed name and title or office, if any

7/10/03

(Type name)

(Date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case 19-CA-28778	Date Filed 7/11/03

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <i>Schmueser &amp; Associates</i>	b. Number of workers employed <i>aprox 60</i>
c. Address (street, city, state, ZIP code) <i>Pend O'Kille Mine Project P.O. Box 7 Meteline Fall Wa. 9953</i>	d. Employer Representative <b>(b) (6), (b) (7)(C)</b>
f. Type of Establishment (factory, mine, wholesaler, etc.) <i>Construction</i>	e. Telephone No. <i>(509) 446-2250 (509) 446 2150</i>
g. Identify principal product or service <i>Mine</i>	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) \_\_\_\_\_ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

*My Partner **(b) (6), (b) (7)(C)** + Myself started the required Safety Training on **(b) (6), (b) (7)(C)** /03. On **(b) (6), (b) (7)(C)** /03 when we went to the job site + Met with our Foreman. We had been told we would be furnished basic hand tools, but were not given a Tool list. On **(b) (6), (b) (7)(C)** /03 **(b) (6), (b) (7)(C)** (Foreman asked if we were Union + we said yes. The next morning we were told that we had to provide tools as necessary to get the job done. This is a good size job with pipe 8" + smaller with work 30' in the air. We told him that Tools were the Contractor's responsibility. **(b) (6), (b) (7)(C)** then stated **(b) (6), (b) (7)(C)** would get our Money. Fired*

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)****(b) (6), (b) (7)(C)****4a. Address (street and number, city, state and ZIP code)****(b) (6), (b) (7)(C)****(b) (6), (b) (7)(C)****4b. Telephone No.****(b) (6), (b) (7)(C)****5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By  
Signature**(b) (6), (b) (7)(C)****(b) (6), (b) (7)(C)**

Address

**(b) (6), (b) (7)(C)**

Telephone

**(b) (6), (b) (7)(C)**

Date

*7/8/03***(b) (6), (b) (7)(C)**



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-28831

Date Filed

7/29/03

## INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

PHOENIX PROCESSOR LIMITED PARTNERSHIP

b. Number of Workers Employed

Approximately 200

c. Address (street, city, State, ZIP, Code)

333 1st W.  
Seattle, WA 98119

d. Employer Representative

PREMIER PACIFIC SEAFOODS, INC.

e. Telephone No.

206-286-8584

Fax No.

f. Type of Establishment (factory, mine, wholesaler, etc.)

Operates a factory trawler and processes fish

g. Identify Principal Product or Service

Processed fish, mainly pollock surimi and pollock roe

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (1st subsections) \_\_\_\_\_ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

This charge is brought on behalf of the following employees: (b) (6), (b) (7)(C) (sometimes known as (b) (6), (b) (7)(C))

Each of these individuals contracted with the employer to work aboard the fish processing ship S/S OCEAN PHOENIX for a 60-day fishing season beginning in January 2003. The employees, many of whom are Washington residents, signed their contracts in Seattle and began their employment there. The employer distributed an "Informational Booklet" to its employees in advance of their employment in which the employer declares that: "Communication and understanding is easier to achieve on a person-to-person basis rather than through a third party such as a union. We believe very strongly that the inflexible and impersonal structure that labor unions bring with them has no place in our business."

The employees expected to work 16-hour days, but after the vessel put to sea, the employer informed them they would be required to work 16.5-hour days. This work schedule was to continue seven days a week, for most of the 60 days of the employment. In an attempt to bargain with the employer, the employees delivered a group letter to the employer complaining about the increase in hours. Subsequently, on or about (b) (6), (b) (7)(C) 2003, while the vessel was at sea, the employees had a group meeting with management. During the meeting, the company refused to bargain with the employees. Instead, it segregated out those whom management perceived to be the leaders. Management told both groups that they had to return to work immediately to avoid termination, and it told the "leader" group that they could only return to work if they accepted a substantial payout. When the employees refused to give up their request for a return to the 16-hour per day schedule, the employer discharged all of the employees listed above except (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C), both of whom were discharged within the next several weeks. Each of the employees lost tens of thousands of dollars in pay as a result. Based on information and belief, all of the terminations were motivated in substantial part by the employer's desire to interfere with, restrain or coerce the employees' exercise of their rights guaranteed by Section 7 of the National Labor Relations Act, in violation of Section 8(a)(1) of the Act.

The employer's agent is PREMIER PACIFIC SEAFOODS, INC. (address above) and its attorney is David Bratz (206) 623-4990.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Bradley H. Bagshaw, Attorney for the employees listed above.

4a. Address (street and number, city, State, and ZIP Code)

1001 Fourth Ave., # 4200  
Seattle, WA 98154

4b. Telephone No.

206-689-2109

Fax No.

206-340-0902

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

NA

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By \_\_\_\_\_ Attorney

(Signature of representative or person making charge)

(Title, if any)

Address 1001 Fourth Ave., # 4200, Seattle, WA 98154

Fax No. 206-340-0902

206-689-2109

7/29/2003

(Telephone No.)

Date



FORM NLRB-501  
(11-88)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case  
19-CA-28848Date Filed  
8/11/03

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer CE Acquisitions, Inc., a wholly-owned of Minnerallac Company, dba Cully Enterprises		b. Number of workers employed
c. Address (Street, city, state, and ZIP code) 4200 Ninth Ave. N.W. Seattle, WA 98107	d. Employer Representative Pat McDermott	e. Telephone No. (206)441-6060 Fax No. (206)441-4853
f. Type of Establishment (factory, mine, wholesaler, etc.) wholesale distributor	g. Identify principal product or service electrical supplies	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the past six months, the above-named employer discharged (b) (6), (b) (7)(C) based on (b) (6) refusal to engage in unfair labor practices and for providing evidence to the NLRB in connection with an unfair labor practice investigation.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C) Fax No.
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	

## 6. DECLARATION

I, (b) (6), (b) (7)(C), declare that the statements are true to the best of my knowledge and belief.  
an individual

By ☒ (b) (6), (b) (7)(C)  
(Signature of representative of person making charge)

(Print/Type name and title or office, if any)

Address

(b) (6), (b) (7)(C)

(fax)

(b) (6), (b) (7)(C)

(Telephone No.)

40861/03  
(date)

TOTAL P.02



**NOT WRITE IN THIS SPACE**

Case  
19-CA-28900

Date Filed 9/8/03

**INSTRUCTIONS:**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer The Boeing Company		b. Number of Workers Employed Approximately 146,000
c. Address (street, city, State, ZIP, Code) P.O. Box 3707, MS 22-87 Seattle, WA 98124-2207	d. Employer Representative Jerry Calhoun	e. Telephone No. (206) 766-1660 Fax No. (206) 766-1910
f. Type of Establishment (factory, mine, wholesaler, etc.) Manufacturer	g. Identify Principal Product or Service Aerospace Manufacturing	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.) Within the 10(b) period the Boeing Company has violated Sections 8(a)(1) and (3) of the Act by maintaining a policy permitting the use of its e-mail system for certain non-work related purposes while prohibiting its use for union-related communications. Boeing has further violated the Act by enforcing the policy against SPEEA Council Representative, (b) (6), (b) (7)(C) for sending a union related e-mail regarding overtime legislation over the Boeing e-mail system, while permitting other employees to use the e-mail system to send non-work related messages.		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Society of Professional Engineering Employees in Aerospace, IFPTE Local 2001		
4a. Address (street and number, city, State, and ZIP Code) 15205 - 52nd Avenue South, Seattle, WA 98188		4b. Telephone No. (206) 433-0991 Fax No. (206) 248-3990
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Federation of Professional and Technical Engineers, AFL-CIO		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By <u>CARL B. BROWN</u> (Signature of representative or person making charge)		Executive Director (Title, if any)
Address 15205 - 52nd Avenue South, Seattle, WA 98188		Fax No. (206) 248-3990 (206) 433-0991, ext. 125 (Telephone No.)
		September 5, 2003 Date

INTERNET  
FORM NLRB-601  
(11-04)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case 19-CA-28902	Date Filed 9/9/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Alaska Petroleum Contractors		b. Number of Workers Employed 150+
c. Address (street, city, State, ZIP, Code) 3900 C Street Anchorage, AK. 99503	d. Employer Representative Mark Nelson	e. Telephone No. 907-339-6219 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Building Contractor	g. Identify Principal Product or Service Construction	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)  
Within the last six months the above named employer terminated (b) (6), (b) (7)(C) for among other things (b) (6), (b) (7)(C) union and or protected concerted activities, and in retaliation for filing an unfair labor practice charge.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
(b) (6), (b) (7)(C)

4. Address (street and number, city, State, and ZIP Code) (b) (6), (b) (7)(C)	5. Telephone No. (b) (6), (b) (7)(C) Fax No.
--	--

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION  
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)  
By (Signature of representative of person making charge) (Title, if any)  
above Fax No. 8-29-03



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-28926	Date Filed 9/22/03

**INSTRUCTIONS:**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Washington State Migrant Council		b. Number of Workers Employed 1000
c. Address (street, city, State, ZIP, Code) 105 "B" South 6th Street Sunnyside Wa. 98144	d. Employer Representative Carlos Diaz, CEO	e. Telephone No. 509839-9762 Fax No. 509-839-7689
f. Type of Establishment (factory, mine, wholesaler, etc.) Education	g. Identify Principal Product or Service Head Start Program	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)**

At various times in the past six months the above-named Employer, by its officers, agents and representatives, has interfered with, restrained and coerced employees in the exercise of their Section 7 rights, and has discriminated against employees because of their union and protected activity, by interrogating employees about their union and protected activity and sentiments; engaging in surveillance of employees' union and protected activity; interrupting and interfering with employees' union and protected activity during non-work time; threatening employees with discipline and the reduction of facility hours if the employees engage in union and protected activity; supporting and accommodating anti-union activity; laying off workers; and other similar acts and conduct.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

SEIU Local 925

4a. Address (street and number, city, State, and ZIP Code) 2900 Eastlake E. #230 Seattle, Wa. 98102	4b. Telephone No. 206-322-3010 Fax No. 206-623-1432
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**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By <u>Martha Baum</u> (Signature of representative or person making charge)	Attorney _____ (Title, if any)
Address 1904 3rd Ave. Suite 1030 Seattle, Wa. 98101	Fax No. 206-623-1432 206-632-0900 (Telephone No.)
	Date 09/18/03

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

D NOT WRITE IN THIS SPACE	
Case 19-CA-28954	Date Filed 10/8/03

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Fred Hutchinson Cancer Research Center		b. Number of workers employed 2500
c. Address (Street, city, state, and ZIP code) 1100 Fairview Avenue N Seattle WA 98109	d. Employer Representative Bob Cowan	e. Telephone No. (206)667-4473 Fax No. (206)667-4833
f. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	g. Identify principal product or service Health Care	
h. The above-named employer has engaged in and is engaging in unfair practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the above named employer issued written and verbal warnings to (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) made numerous complaints about wages, hours, and working conditions and because (b) (6), (b) (7)(C) requested that the Union represent (b) (6), (b) (7)(C) in disputes with the Employer.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

(signature of representative or person making charge) (Print/type name and title or office, if any)

Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(fax)

(b) (6), (b) (7)(C)

(Telephone No.)

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-28964

Date Filed

10/16/03

## INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer The Boeing Company		b. Number of Workers Employed 145,700
c. Address (street, city, State, ZIP, Code) P.O. Box 3707, Seattle, WA 98124-2207	d. Employer Representative Jerry Calhoun	e. Telephone No. 206/766-1660 Fax No. 206/766-1910
f. Type of Establishment (factory, mine, wholesaler, etc.) Manufacturer	g. Identify Principal Product or Service Aerospace	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

Within the 10(b) period The Boeing Company has violated Sections 8(a)(1) and (3) of the Act by issuing a verbal warning to Boeing employee (b) (6), (b) (7)(C), under a facially unlawful e-mail policy, for sending a union related e-mail encouraging employees to participate in a political rally. In doing so, Boeing violated (b) (6), (b) (7)(C) rights to engage in concerted activity and discriminated against (b) (6), (b) (7)(C) based upon (b) (6), (b) (7)(C) union activity by instructing (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) would be further disciplined for sending any union-related e-mail while permitting the use of the Company e-mail system for other non-work related communications.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Society of Professional Engineering Employees in Aerospace, IFPTE Local 2001

## 4a. Address (street and number, city, State, and ZIP Code)

15202 - 52nd Avenue S., Seattle, WA 98188

## 4b. Telephone No.

206/433-0991

## Fax No.

206/248-3990

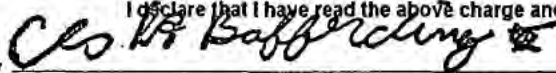
## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Federation of Professional &amp; Technical Employees (IFPTE), Local 2001

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By



(Signature of representative or person making charge)

Executive Director

(Title, if any)

Address

15205 - 52nd Avenue S. Seattle, WA 98188

Fax No. 206/248-3990

206/433-0991, ext. 125

(Telephone No.)

October 13, 2003

Date

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-28980	10/27/03

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer <b>HC PRICE CONSTRUCTION CO.</b>		b. Number of workers employed <b>10+</b>
c. Address (street, city, state, ZIP code) <b>301 West Northern Lights Blvd. Suite 300 Anchorage, AK 99503</b>	d. Employer Representative <b>Dave Matthews, Vice President General Manager</b>	e. Telephone No. & Facsimile No. <b>(907)278-4400 FAX (907)278-3255</b>
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>Contractor</b>	g. Identify principal product or service <b>construction</b>	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>The Employer discriminatorily terminated or constructively discharge (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) and other employees because they engaged in Union and other concerted protected activities. The discharges caused the employees to suffer further by making them ineligible for future work for sixty days.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) <b>(b) (6), (b) (7)(C)</b>		4b. Telephone No. & Facsimile No. <b>Cell (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) Number (b) (6), (b) (7)(C)</b>
4a. Address (street and number, city, state and ZIP code) <b>(b) (6), (b) (7)(C)</b>		
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.		
By <b>(b) (6), (b) (7)(C)</b> (Signature of representative of person making charge)		Title <b>an Individual</b>
Address <b>(b) (6), (b) (7)(C)</b>	Telephone No. & Facsimile No. <b>Cell (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) Number (b) (6), (b) (7)(C)</b>	Date <b>10/22/03</b>

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case 19-CA-28981	Date Filed 10/27/03

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer <b>FLUOR ALASKA, INC.</b>	b. Number of workers employed <b>10+</b>	
c. Address (street, city, state, ZIP code) <b>PO Box 628 Delta Junction, AK 99737-0628</b>	d. Employer Representative <b>Shawn Merrick, Industrial Relations</b>	e. Telephone No. & Facsimile No. <b>(907)452-6150 FAX(907)869-3085</b>
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>construction contractor</b>	g. Identify principal product or service <b>construction</b>	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  The Employer discriminatorily terminated or constructively discharged (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) and other employees because they engaged in Union and other concerted protected activities. The discharges caused the employees to suffer further by making them ineligible for future work for sixty days. By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) <b>(b) (6), (b) (7)(C)</b>		4b. Telephone No. & Facsimile No.  Cell (b) (6), (b) (7)(C) number (b) (6), (b) (7)(C)
4a. Address (street and number, city, state and ZIP code) <b>(b) (6), (b) (7)(C)</b>		
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I, <b>(b) (6), (b) (7)(C)</b> , declare that the statements therein are true to the best of my knowledge and belief.		
By <b>(b) (6), (b) (7)(C)</b> person making charge)	Title <b>an individual</b>	
Address <b>(b) (6), (b) (7)(C)</b>	Telephone No. & Facsimile No. Cell (b) (6), (b) (7)(C) number (b) (6), (b) (7)(C)	Date <b>10/22/03</b>

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

19-CA-28983

10/28/03

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Durham School Services		b. Number of workers employed 100+
c. Address (Street, city, state, and ZIP code) 9833 40th Ave. S. Seattle WA 98118	d. Employer Representative Vivian Williams General Manager	e. Telephone No. (206)760-9313 Fax No. (206)760-9253
f. Type of Establishment (factory, mine, wholesaler, etc.) School transportation	g. Identify principal product or service School bus service and repair	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, (b) (6), (b) (7)(C) was terminated in retaliation for (b) (6), (b) (7)(C) protected concerted activities.

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NLRB  
REGION 19  
OCT 28 1 53 PM '03  
SEATTLE

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

(b) (6), (b) (7)(C) above charge and that the statements are true to the best of my knowledge and belief.  
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

An Individual

(Signature of person making charge)

(Print/type name and title or office, if any)

Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(fax)

(b) (6), (b) (7)(C)

(Telephone No.)

(date)

10-28-03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

NOT WRITE IN THIS SPACE

Case

Date Filed

19-CA-28989

11/3/03

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer ARCHER DANIEL MIDLAND		b. Number of workers employed APPROX 10
c. Address (Street, city, state, and ZIP code) 213 10th Street S.E., 10TH AVENUE E PUYALLUP 98372 WA 98371	d. Employer Representative JIM YEAW PLANT MGR	e. Telephone No. (253)845-4833 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) BULK SUGAR PLANT		g. Identify principal product or service PROCESSING AND DELIVERY OF SUGAR-RELATED PRODUCTS
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 & 4 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

WITHIN THE LAST SIX MONTHS (APPROX (b) (6), (b) (7)(C) 2003) THE ABOVE EMPLOYER DISCHARGED ME IN RETALIATION FOR ENGAGING IN PROTECTED, CONCERTED ACTIVITIES AND FOR PROVIDING TESTIMONY AGAINST THE EMPLOYER IN A NLRB PROCEEDING.

IO

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C) AN INDIVIDUAL

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

By (b) (6), (b) (7)(C) I declare that the statements are true to the best of my knowledge and belief.  
(signature of representative of person making charge) (b) (6), (b) (7)(C) AN INDIVIDUAL  
(b) (6), (b) (7)(C)  
Address (b) (6), (b) (7)(C) (Telephone No.) (b) (6), (b) (7)(C) (date) Oct 31, 2003

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

D. DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-28998	11/5/03

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Wynoochee Wild Wood Park		b. Number of workers employed 5
c. Address (Street, city, state, and ZIP code) PO Box 2188 Aberdeen WA 98520	d. Employer Representative Gerry Grimes President	e. Telephone No. (360)249-4318 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Vacation Land Development	g. Identify principal product or service Vacation sites	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the above-named Employer discharged employees (b) (6), (b) (7)(C) in retaliation for their having engaged in protected and concerted activities, in violation of Section 8(a)(1) of the Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I, (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) and the above charge and that the statements are true to the best of my knowledge and belief.  
By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) An Individual  
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (Print/type name and title or office, if any)  
Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) 11-4-03  
(Telephone No.) (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)



FORM NLRB-601  
(11-80)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 19-CA-29036	Date Filed 12/4/03
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## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Dart Container		b. Number of workers employed 48
c. Address (Street, city, state, and ZIP code) 600 Israel Road Tumwater, WA 98501	d. Employer Representative Dan Crick, CEO	e. Telephone No. (360)352-7045 Fax No. (360)357-4299
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or service Manufacturer of Foam Cups and Bowls	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the above-named Employer, through its agents, officers or representatives, has:

- 1) Disparately enforced a no-solicitation rule, in response to an organizing campaign.
- 2) Interrogated, monitored, surveilled, harassed, intimidated, coerced and threatened employees because of their union activities
- 3) Established a rule in which employees may not speak about the Union during working hours, unless it is in a negative way.
- 4) Delayed in providing benefits to employees, including regularly scheduled raises, in retaliation for their union activities.
- 5) Provided benefits to employees, in the form of considerably higher raises than usual, in response to an organizing campaign.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
International Association of Machinists & Aerospace Workers, Woodworkers District Lodge 1

4a. Address (Street and number, city, state, and ZIP code) 25 Cornell Avenue Gladstone, OR 97027	4b. Telephone No. (503)656-1475 Fax No. (503)657-2254
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Association of Machinists & Aerospace Workers	

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Charles Toby Charles Toby, GLR  
 (Signature of representative or person making charge) (Print/Type name and title or office, if any)

620 Coolidge Drive, Suite 130 (fax) (916)985-8121  
 Address Folsom CA 95630 (916)985-8101 12/4/03  
 (Telephone No.) (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case 19-CA-29037	Date Filed 12/4/03

**INSTRUCTIONS:**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Providence St. Peter Hospital		b. Number of Workers Employed 1200
c. Address (street, city, State, ZIP, Code) 413 Lilly Road Olympia, WA 98506	d. Employer Representative Larry Oliver	e. Telephone No. 3604937413
		Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) hospital	g. Identify Principal Product or Service patient care	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)**

On or about (b) (6), (b) (7)(C), 2003, the above-named Employer informed (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) was going to be discharged. The decision to discharge (b) (6), (b) (7)(C) was based on (b) (6), (b) (7)(C) union and protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, State, and ZIP Code)**

(b) (6), (b) (7)(C)

**4b. Telephone No.**

(b) (6), (b) (7)(C)

Fax No.

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filed in when charge is filed by a labor organization)**

**6. DECLARATION**

(b) (6), (b) (7)(C) charge and that the statements are true to the best of my knowledge and belief.

By ☒ (b) (6), (b) (7)(C) charge)

an individual

(Title, if any)

Address (b) (6), (b) (7)(C)

Fax No.  
(b) (6), (b) (7)(C)  
(Telephone No.)

X 12/02/03  
Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3612

DO NOT WRITE IN THIS SPACE	
Case 19-CA-29040	Date Filed 12/4/03

**INSTRUCTIONS:**

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer South Sound Options Unlimited		b. Number of workers employed 50
c. Address (Street, city, state, and ZIP code) 1217 Cooper Pt. Rd SW Ste 6A Olympia, WA 98502	d. Employer Representative Lisa Norton	e. Telephone No. (360)352-3573 Fax No. 360-943-7813
f. Type of Establishment (factory, mine, wholesaler, etc.) Health Care Provider	g. Identify principal product or service Care provider for developmentally disabled adults	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Within the last six months the above named employer terminated (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected, concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (Street and number, city, state, and ZIP code)**

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

**4b. Telephone No.**

(b) (6), (b) (7)(C)

Fax No.

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (Signature of representative of person making charge)	An Individual (Print type name and title or office, if any)
Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (Telephone No.)	(fax) (b) (6), (b) (7)(C) 12.4.03 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER\*

DO NOT WRITE IN THIS SPACE	
Case 19-CA-29042	Date Filed 12/8/2003

**INSTRUCTIONS:**

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Performance Contracting		b. Number of workers employed 100
c. Address (Street, city, state, and ZIP code) 16120 Wood-Red Road #3 Woodinville WA 98072	d. Employer Representative Steve Grimm	e. Telephone No. (425)488-7171 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Construction Company	g. Identify principal product or service Installation of Dry Wall and Framing	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Within the last six months the above named employer laid off (b) (6), (b) (7)(C) in retaliation for (b) (6) protected, concerted activities.

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NATIONAL LABOR RELATIONS BOARD  
REGION 19

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (Street and number, city, state, and ZIP code)**

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

**4b. Telephone No.**

(b) (6), (b) (7)(C)

Fax No.

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

(b) (6), (b) (7)(C)

**6. DECLARATION**

I declare and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

An Individual

(Print/type name and title or office, if any)

By

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(fax)

(b) (6), (b) (7)(C)

(Telephone No.)

(date)

5 DEC 03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

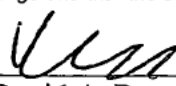


UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-29050	Date Filed 12/12/2003

**INSTRUCTIONS**

File an original together with four copies and a copy for each additional charged party in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Tyson Foods		b. Number of workers employed 500 plus	
c. Address (street, city, state, ZIP code) P.O. Box 4239, Pasco, WA 99301		d. Employer Representative David Tobias	e. Telephone No. (509) 547-7545 Fax No. (509) 543-4274
f. Type of Establishment (factory, mine, wholesaler, etc.) meat packer		g. Identify principal product or service meat	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Within the last six months preceding the filing of this charge, the above-named employer has discharged an employee because the employee chose to be (b) (6), (b) (7)(C). The employer treated that employee differently from other employees including management employees who alleged have violated the same company rules. This is a part of this company's war on workers.</p>			
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) General Teamsters Local 556			
4a. Address (street and number, city, state and ZIP code) 1750 Portland Avenue, Walla Walla, WA 99362		b. Telephone No. (509) 525-5563 Fax No. (509) 525-8854	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization). International Brotherhood of Teamsters, AFL-CIO			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.			
By  Signature of representative or person making charge David A. Rosenfeld		Title Attorney	
Address Weinberg, Roger & Rosenfeld 180 Grand Avenue, Suite 1400, Oakland, CA 94612		Telephone No. (510) 839-6600 (Fax) (510) 891-0400	
		Date December 9, 2003	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)